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8-1-1973

## Retail shoe employers and Retail Shoe Employees Union, AFL-CIO, Locals 1268, 287 Memorandum (1973)

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## **Retail shoe employers and Retail Shoe Employees Union, AFL-CIO, Locals 1268, 287 Memorandum (1973)**

### **Location**

New York City, NY

### **Effective Date**

8-1-1973

### **Expiration Date**

7-31-1976

### **Employer**

Miles Shoe Company; National Shoe Company; Kitty Kelly Shoe Company; Felsway Shoe; Norwood Shoe; Simco Shoe Company

### **Union**

Retail Shoe Employees Union

### **Union Local**

1268, 287

### **NAICS**

44

### **Sector**

P

### **Item ID**

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### **Comments**

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MEMORANDUM OF NEW SALARY SCHEDULES AND OTHER GAINS THAT WERE MUTUALLY AGREED UPON BETWEEN THE RETAIL SHOE EMPLOYEES UNIONS, LOCALS 1268 and 287, A. F. L. - C. I. O., and MILES SHOE COMPANY, NATIONAL SHOE COMPANY, KITTY KELLY SHOE COMPANY, FELSWAY SHOE, NORWOOD SHOE AND SIMCO SHOE COMPANY, THAT ARE TO BE INCORPORATED IN THE NEW CONTRACT WHICH WILL BE EFFECTIVE August 1, 1973 and WILL EXPIRE July 31, 1976.

TERMS OF AGREEMENT

Three (3) years commencing August 1, 1973 and expiring July 31, 1976.

I. ASSISTANT MANAGERS and SALESMEN

*H9/2* Assistant Managers and Salesmen shall receive thirty (30) dollars increase per week to be distributed as follows: *H11 Q3*

- a. Effective August 6, 1973 \$10.00, new minimum pay \$141.00 *Q30*
- b. Effective August 5, 1974 \$10.00, new minimum pay \$151.00 *H14*
- c. Effective August 4, 1975 \$10.00, new minimum pay \$161.00 *1*

II. ASSISTANT MANAGERS

Effective August 5, 1974 Assistant Managers who do not receive a seven (7) dollar base pay differential above salesmen's rate shall receive an additional one (1) dollar base pay increase.

III. INDUSTRIAL EMPLOYEES - HOSIERY - CASHIERS - PORTERS, ETC.

Industrial employees shall receive twenty four (24) dollars increase to be distributed as follows:

- a. Effective August 6, 1973 \$8.00 increase - new minimum \$110.80
  - b. Effective August 5, 1974 \$8.00 increase - new minimum \$118.80
  - c. Effective August 4, 1975 \$8.00 increase - new minimum \$126.80
- A 36-38 074*  
*A 39-41 004*

Minimum salary rates to be raised in the various classifications in accordance with the general increase secured.

IV. PART-TIME EXTRAS - EXPERIENCED SALESMEN

Experienced salesmen (part-time) Extras shall receive two (2) dollars increase for an eight (8) hour day, and one (1) dollar increase for four (4) hours to be distributed as follows:

- a. Effective March 9, 1974 - 60 cents for eight (8) hours - 30 cents for (4) hours
- b. Effective August 5, 1974 - 60 cents for eight (8) hours - 30 cents for (4) hours
- c. Effective August 4, 1975 - 80 cents for eight (8) hours - 40 cents for (4) hours

New rates effective March 9, 1974 - \$20.54 per (8) hour day plus commission  
New rates effective August 5, 1974 - \$21.14 per (8) hour day plus commission  
New rates effective August 4, 1975 - \$21.94 per (8) hour day plus commission

V. NIGHT PART-TIME EXTRAS EXPERIENCED SALESMEN

- a. New rates effective March 9, 1974 - \$10.27 per (4) hours
- b. New rates effective August 5, 1974 - \$10.57 per (4) hours
- c. New rates effective August 4, 1975 - \$10.97 per (4) hours
- d. Part-time experienced Extras who work three days or more per week shall be paid pro-rata in accordance with the prevailing minimum weekly wage scale.

## VI.

COST OF LIVING

<sup>231</sup> In the event that the Bureau of Labor Statistics Consumer Price Index for New York City for August 1975 exceeds such index for August 1974 by more than 1% then, and, in that event, there shall be an automatic additional increase equal to the percentage rise in such Index above 1% effective August 4, 1975 such increase, if any, shall be computed on the base rates in effect on August 4, 1975. In no event, however, shall such increase exceed three (3) dollars per week.

## VII.

Overtime work, if required, shall be offered to the workers in their particular store.

## VIII.

INDUSTRIAL EXPERIENCED PART TIME EXTRAS

Experienced Industrial Part-time Extras shall receive one (1) dollar and thirty cents (\$1.30) increase for an eight (8) hour day to be distributed as follows:

- a. Effective with the week commencing March 9, 1974 - forty (40) cents per day increase.
- b. Effective with the week commencing August 5, 1974 an additional forty (40) cents.
- c. Effective with the week commencing August 4, 1975 an additional fifty (50) cents.

New Rates effective March 9, 1974 - \$16.46 per day

New Rates effective August 5, 1974 - \$16.86 per day

New Rates effective August 4, 1975 - \$17.36 per day

## IX.

NIGHT PART- TIME EXTRAS (industrial Experienced)

Experienced Industrial Part-time workers who work a night which shall constitute four (4) hours prior to closing, shall receive a sixty-five (65) cents increase which is to be distributed as follows:

- a. Effective with the week commencing March 9, 1974 twenty (20) cents increase.
- b. Effective with the week commencing August 5, 1974 an increase of twenty (20) cents.
- c. Effective with the week commencing August 4, 1975 an increase of twenty-five (25) cents.

New rates effective March 9, 1974 - \$8.23

New rates effective August 5, 1974 - \$8.43

New rates effective August 4, 1975 - \$8.68

## X.

INEXPERIENCED TRAINEE SALESMEN

Starting March 9, 1974 the company shall have the right to hire inexperienced trainee salesmen at the weekly rate of thirty-two (32) dollars less per week than the going wage rate.

Inexperienced trainees shall receive the following automatic increases:

- a. All salesmen who work continuously for three (3) months shall receive an automatic increase of \$8.00 per week.
- b. All salesmen who work continuously for six (6) months shall receive an additional increase of eight (8) dollars per week.
- c. All salesmen who work continuously for nine (9) months shall receive an additional increase of eight (8) dollars per week.
- d. All salesmen working continuously for one (1) year shall receive an additional increase of eight (8) dollars per week.

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INEXPERIENCED WORKERS

- a. Inexperienced Trainee Salesmen hired prior to March 9, 1974 shall continue on the old progression rates plus the current increase.

XI. SICK LEAVE

*Cy8* For the period starting with August 1, 1973 through July 31, 1976 sick leave and unused sick leave shall be paid on the basis of average pay, the same formula as is used in vacation pay. *G24*

XII. VACATIONS

- a. Any worker who shall have worked full time five (5) days, forty (40) hours for a continuous period of five (5) years as of December 31, 1975 shall receive three (3) weeks vacation in 1976 instead of six (6) years formerly required. The third week vacation need not be given consecutively. *D15 G42-49 30*
- b. Any worker who shall have worked full time five (5) days, forty (40) hours for a continuous period of nineteen (19) years as of December 31, 1974 shall receive four (4) weeks vacation in 1975. *D23 G50-57 40*
- c. Any worker who shall have worked full time five (5) days, forty (40) hours for a continuous period of eighteen (18) years as of December 31, 1975 shall receive four (4) weeks vacation in 1976.
- d. Any worker who shall have worked full time for five (5) days, forty (40) hours for a continuous period of seventeen (17) years as of December 31, 1976 shall receive four (4) weeks vacation in 1977. (The old contract provided for twenty (20) years of employment for eligibility for the fourth week's vacation). The fourth week's vacation need not be given consecutively.

XIII. RETROACTIVE ELIGIBILITY

- a. Any worker who has worked for six (6) weeks or more consecutively five (5) days, forty (40) hours during the period of July 31, 1973 through March 2, 1974 shall be entitled to retroactive pay.
- b. Retroactive payments shall be paid to eligible workers no later than March 30, 1974.
- c. All full time employees who have worked overtime during the period of August 6, 1973 until the new wage rates are put into effect shall receive retroactive pay for such overtime.

XIV. SEVERANCE PAY

*H61* *Cy5* Regarding closing of store five (5) weeks pay for five (5) years continuous employment plus one additional day for each year of continuous employment not to exceed seven (7) weeks total severance pay. Workers who refuse to accept a transfer to another store in the event of such closing of a store shall be disqualified from such severance pay. *D54 H52*

XV. WELFARE

Effective January 1, 1975 the employer shall contribute an additional seven (7) dollars per month for a total of twenty-seven (27) dollars per month for each regular full time employee to the Retail Shoe Health Commission.



XVI.

PENSION

Effective January 1, 1975 the employer shall contribute an additional seven (7) dollars per month for a total of twenty-seven (27) dollars per month to the Retirement Fund.

Employer will contribute a total of fifty-four (54) per month for each full time employee.

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You will note that the Unions have secured an additional fourteen (14) dollars per month contributions for each worker to our Welfare & Pension Plan.

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All of the above changes shall be incorporated in the prior basic agreement re: National Shoes, Miles, Simco Shoes, Kitty Kelly Shoes, Norwood Shoes and Felsway Shoes.

# Retail Shoe Employees' Union

K # 6912  
7173



AFFILIATED WITH A.F.L. - C.I.O.

207

SEP 03 1974

March 4, 1974

Dear Member:

In accordance with the decision made at a meeting held at the Marc Ballroom, 27 Union Square West, New York City, on February 13, 1974 by the workers employed by Miles, National, Simco, Kitty Kelly, Felsway and Norwood, we are pleased to announce the entire program, as outlined to the workers that evening in addition to other gains, has been successfully secured by your Unions, such as, increases in base pay rates, additional contributions to our Welfare and Pension Plans, improvements in our vacation program, severance pay program and improvements in our daily rates for extra workers.

You will further note that in the tradition established by our Unions, all wages and overtime are retroactive for all full time employees to August 6, 1973.

It is our opinion that if the memorandum is read carefully, you will have a full understanding of the working conditions and the other improvements which were won by our Unions.

We are calling to your attention that the increases and improvements in the new contract were accomplished without resorting to a labor dispute and without loss of any work or weekly wages by the workers involved.

We hope and pray that the next three years will bring peace, good health and prosperity to all our members.

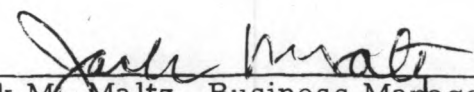
Fraternally,

RETAIL SHOE EMPLOYEES UNIONS,

LOCAL 1268

LOCAL 287

  
Joseph Binenbaum, Manager

  
Jack M. Maltz, Business Manager

Al Wachtel,  
Murray Fishman,  
Business Agents

Joseph Friedland,  
Kenneth Rosenzweig,  
Donald Parker  
Business Agents